

PAY DIFFERENTIAL 324
DEPARTMENT OF CORRECTIONS AND REHABILITATION -
PSYCHIATRIST RETENTION BONUS – UNIT 16 AND EXCLUDED

Established: 07/01/06

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
Rank and File:			Department of Corrections and Rehabilitation
Senior Psychiatrist (Specialist), Correctional and Rehabilitative Services (Safety)	9759	R16	
Staff Psychiatrist, Correctional and Rehabilitative Services (Safety)	9758	R16	Department of Mental Health <ul style="list-style-type: none"> • Salinas Valley Psychiatric Program • Vacaville Psychiatric Facility
Excluded:			
Senior Psychiatrist (Supervisor), Correctional and Rehabilitative Services (Safety)	9761	S16	
Chief Psychiatrist, Correctional and Rehabilitative Services (Safety)	9774	M16	

RATE	EARNINGS ID
\$5000 (one-time payment) – Upon completion of six (6) consecutive qualifying pay periods.	9K
\$5000 (one-time payment) – Upon completion of 24 consecutive qualifying pay periods.	9K

CRITERIA
<ul style="list-style-type: none"> • New civil service employees (individuals hired from outside State service) appointed on or after 07/01/06 to a classification listed above and employed with the Department of Corrections and Rehabilitation (CDCR) or the Department of Mental Health (DMH), Salinas Valley Psychiatric Program or Vacaville Psychiatric Facility, performing satisfactorily, shall be eligible to receive this differential upon completion of the specific consecutive qualifying pay periods. • If the employee voluntarily terminates or is discharged prior to completing the consecutive qualifying pay periods required for eligibility for this differential, there will be no pro rata payment of those months served. • If an employee transfers to another location within CDCR or transfers between DMH, Salinas Valley Psychiatric Program or Vacaville Psychiatric Facility, without a break in service, the qualifying consecutive pay periods at each location shall be cumulative. • If an employee promotes without a break in service from a classification listed above to another classification listed above within CDCR or DMH, Salinas Valley Psychiatric Program or Vacaville Psychiatric Facility, the qualifying consecutive pay periods at CDCR or DMH, Salinas Valley Psychiatric Program or Vacaville Psychiatric Facility, shall be cumulative. • If an employee transfers or promotes to a different department, regardless of the classification, there will be no pro rata payment of those months served at CDCR or DMH, Salinas Valley Psychiatric Program or Vacaville Psychiatric Facility.

CRITERIA - Continued

- Part-time and intermittent employees shall receive a pro rata share of the recruitment differential based on the total number of hours worked during the completion of the initial six-month period and then the subsequent 18-month period.
- This differential is a result of the Coleman vs. Schwarzenegger Court Order.
- This differential shall not be subject to the grievance or arbitration processes.
- The State reserves the discretion to adjust or terminate this differential by providing a 30-day notice to the exclusive representative of the unit impacted.

FOR ALL CLASSES: IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	No

FOR ALL CLASSES: INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	No
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No